

Implementation of the Drug Policy of the Central Intelligence Agency

by

Director of Security

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General

The Agency seeks personnel who can live a life of total abstinence from illegal drug substances. Every time the Agency selects a person for staff-like access it is making a prediction that that person can indeed so abstain. The significance of past drug-related behavior lies in its contribution to a prediction of the future in this regard.

Specifics

- The use of "hard" drugs, e.g., heroin, LSD, Cocaine is viewed as much more serious as a factor on eligibility than the use of "soft" drugs: marijuana and hashish. The use of the "hard" drugs in adult life by an applicant is most always preemptive of Agency employment or involvement. The previous use of "soft" drugs, on the other hand, is a warning indicator but not necessarily terminal to the candidacy.
- A candidate who has left the "soft" drug experimentation behind and shows a significant clean period, i.e., one year, is clearly eligible for careful consideration.

- ° A candidate who has left the "soft" drug experimentation behind but whose clean period is 6 - 12 months must be questioned carefully as to motivation and likely resolve to live with the Agency's policy of total abstinence.
- ° Experience shows that a candidate who is married to or dating an individual who is with "soft" drugs as a life-style reality is most unlikely to abstain for their employer.
- ° Very heavy "soft" drug use in the past, even if followed by a significant clean period, may be indicative of a predisposition to regress to such behavior at times of stress.
- ° Do not insist upon playing the "numbers game" on the matter of drug use. That is, there are cases where the past use was not all that extensive but where other factors, especially the testimony of the candidate, indicate the absence of resolve to abstain in the future.
- ° A question is often raised as to whether we can develop a "matrix" which establishes a clear threshold of use allowance. It is our considered opinion that the drug issue does not lend itself well to a matrix; absolute guidelines are inappropriate; and we must continue to rely on the "whole person" concept.
- ° All drugs which are considered to be illegal or used illegally are unacceptable from a security standpoint. There are no categories of acceptable and unacceptable illegal drugs.

- ° As a general policy we consider the overall use of drugs, the total track record; the recency of drug use; and the attitude of the candidate, in terms of our total abstinence rule. It is considered to be quite significant if the candidate persists in the use of drugs after he or she has submitted an application for Agency employment.
- ° It has been our experience that candidates tend to underestimate their drug usage when completing their Personal History Statements. Quite often we find during technical testing that the actual usage is higher than that which is admitted early in the processing.
- ° Our probationary reinvestigation program provides us with a unique opportunity to assess applicant security screening standards. For instance, there were 43 actual security terminations in calendar 1982, and eight of these were for drug use. In the first three months of 1983, there have been twelve terminations, and four of these have involved drug use.